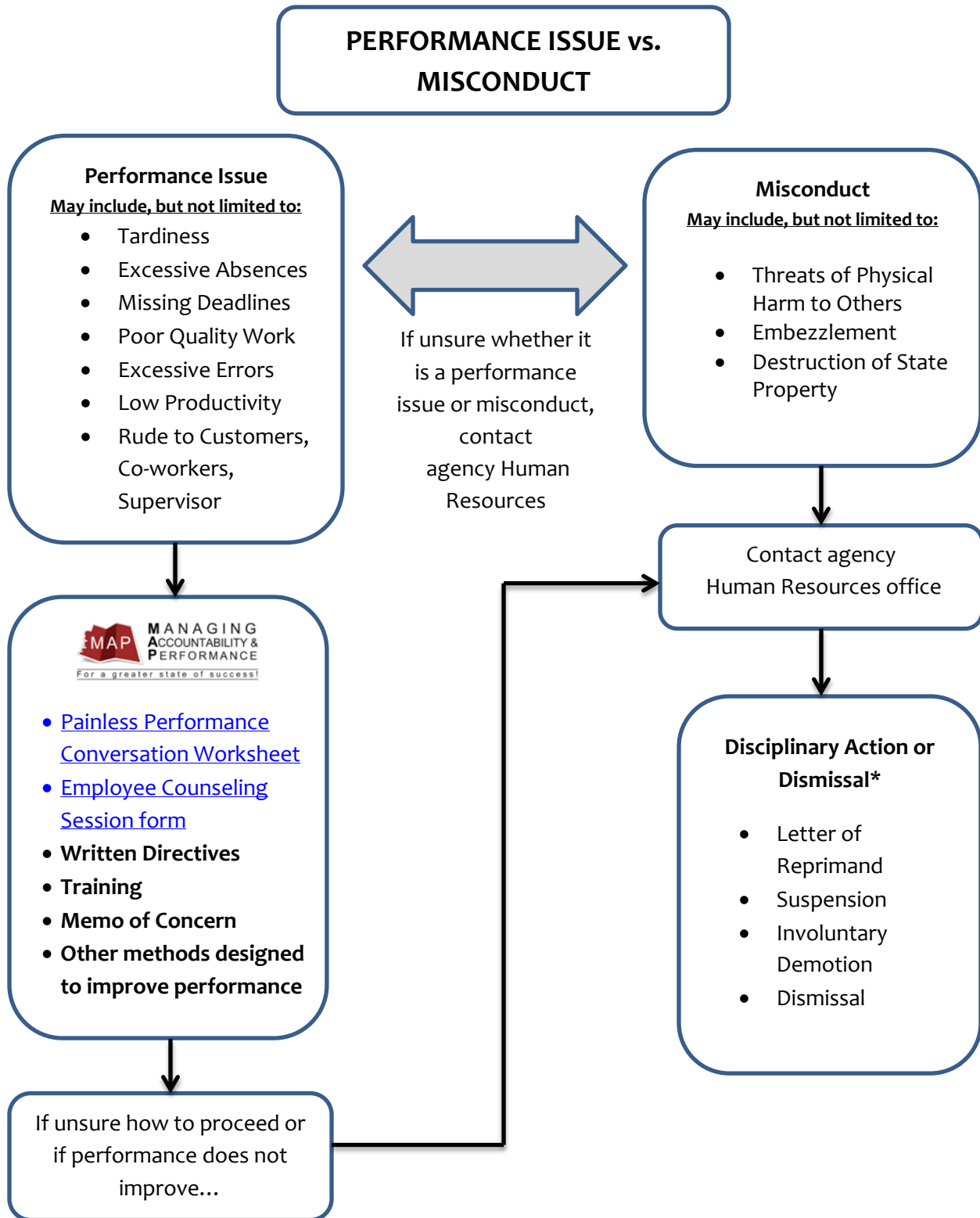


Appendix B



*Note: Suspensions of greater than 80 hours, involuntary demotions and dismissals require review by the Arizona Department of Administration. Contact the agency Human Resources office for guidance.